

**EXECUTIVE ORDER NO. 22-03**  
(Civil Service and Exempt Employees Excluded from Bargaining Unit 11)

WHEREAS, under chapter 89C of the Hawaii Revised Statutes (HRS), the Governor is granted the authority to make adjustments to the wages, hours, benefits, and other terms and conditions of employment for elected and appointed officials, and employees in the executive branch who are excluded from collective bargaining coverage; and

WHEREAS, for excluded employees who are civil service employees under the same classification systems as employees within collective bargaining units, HRS chapter 89C requires that the adjustments be “not less than” those provided under the collective bargaining agreements for employees hired on a comparable basis; and

WHEREAS, HRS chapter 89C also requires that the adjustments for excluded civil service employees result in compensation and benefit packages that are “at least equal to” the compensation and benefit packages provided under collective bargaining agreements for counterparts and subordinates within the Employer’s jurisdiction; and

WHEREAS, HRS chapter 89C provides that each appropriate authority shall determine the adjustments that are relevant for their respective excluded employees who are exempt from civil service in consideration of the compensation and benefit packages provided for other employees in comparable agencies; and

WHEREAS, the State, City and County of Honolulu, and counties of Hawai‘i, Maui and Kauai have entered into a tentative agreement with the Hawaii Fire Fighters Association (HFFA), as the exclusive representative for BU 11 for the collective bargaining agreement covering July 1, 2021 through June 30, 2025, and an interest

arbitration decision dated April 4, 2022, was rendered for the remaining outstanding issues; and

WHEREAS, consistent with the agreed-upon terms and conditions, the Director of Human Resources Development has recommended to the Governor the adjustments specified in this executive order for civil service and exempt employees within the executive branch who are excluded from BU 11.

NOW, THEREFORE, I, David Y. Ige, Governor of Hawai'i, pursuant to my executive authority under articles V and VII of the Constitution of the State of Hawai'i, the provisions of chapters 37 and 89C of the Hawaii Revised Statutes, and all other applicable authority, do hereby order effective July 1, 2021 through June 30, 2025, the following for civil service and exempt employees excluded from BU 11; and Excluded Managerial Compensation Plan (EMCP) employees excluded from BU 11:

A. Wages

1. Adjustments for non-EMCP civil service and exempt employees excluded from BU 11 ([Attachment A](#)).
2. Adjustments for EMCP employees excluded from BU 11 ([Attachment B](#)).

B. Hawai'i Employer-Union Health Benefits Trust Fund (EUTF)

Adjustments for civil service and exempt employees excluded from BU 11 and EMCP employees excluded from BU 11 ([Attachment C](#)).

C. Duration – EUTF Reopener

Adjustments for civil service and exempt employees excluded from BU 11 and EMCP employees excluded from BU 11 ([Attachment D](#)).

IT IS FURTHER ORDERED that this executive order does not apply to:

(1) employees of public charter schools, the Department of Education and the University

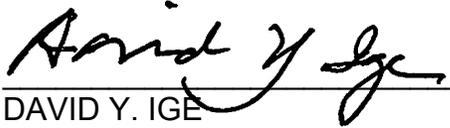
of Hawai'i; (2) 89-day non-civil service appointments and exempt appointment less than or equal to 89 days; and (3) those executive branch employees whom I later determine shall not receive the aforementioned adjustments; and

IT IS FURTHER ORDERED that this executive order is not intended to create, and does not create, any rights or benefits, whether substantive or procedural, or enforceable at law or in equity, against the State of Hawai'i or its agencies, departments, entities, employees, or any other person; and

IT IS FURTHER ORDERED that these provisions are subject to amendment by executive order.

The Director of Human Resources Development shall be responsible for the uniform administration of this executive order and is authorized to make any interpretations concerning the applicability of these adjustments to the employees of the State government executive branch who are excluded from collective bargaining coverage.

DONE at the State Capitol, Honolulu,  
State of Hawai'i, this 13th day of  
July, 2022.

  
\_\_\_\_\_  
DAVID Y. IGE  
Governor

APPROVED AS TO FORM:



\_\_\_\_\_  
HOLLY T. SHIKADA  
Attorney General

1 **Section 32. WAGES.**

2  
3 *Delete existing language in its entirety and replace with the following:*

4  
5 **A. Subject to the approval of the respective legislative bodies and effective July 1, 2021:**

- 6  
7 **1. The salary schedule in effect on June 30, 2021 at 11:59:59 p.m., shall be**  
8 **designated as Exhibit A.**
- 9 **2. Exhibit A shall reflect a zero percent (0%) across-the-board salary**  
10 **adjustment as shown in the salary schedule designated as Exhibit B.**
- 11 **3. Employees on the salary schedule designated as Exhibit A as of 11:59:59 PM**  
12 **on June 30, 2021 shall be placed on the corresponding pay range and step**  
13 **of Exhibit B.**
- 14 **4. Employees shall move or remain on Exhibit B as follows:**
- 15 **a. All regular Employees who are on a step or receiving a basic rate of**  
16 **pay two (2) or more steps lower than warranted by their cumulative**  
17 **years of service as provided in Subsection O. Step Movements of**  
18 **Section 32-A. Compensation Adjustments shall move to one (1) step**  
19 **below their appropriate step in their salary range on July 1, 2021.**
- 20 **b. Catch-up Step movements: All Employees who are on a step or**  
21 **receiving a basic rate of pay lower than warranted by their cumulative**  
22 **years of service as provided in Subsection O. Step Movements of**  
23 **Section 32-A. Compensation Adjustments shall move to the next**  
24 **higher step in their salary range on the Employees' service anniversary**  
25 **dates.**
- 26 **c. Service Step movements: All Employees who complete the cumulative**  
27 **years of service required for the next higher step in the pay range as**  
28 **provided in Subsection O. Step Movements of Section 32-A.**  
29 **Compensation Adjustments shall move to such step on the**  
30 **Employees' service anniversary dates.**
- 31 **d. All other Employees who are on or beyond their appropriate step based**  
32 **on their cumulative years of service shall remain at their respective**

1 step or rate until such time as the Employees' cumulative service  
2 corresponds with the next higher step on the salary schedule.

3 e. Notwithstanding the above, Employees with 28 or more years of  
4 service whose salaries are below Step L6 of the Employees' salary  
5 range shall be placed on Step L6 of the Employees' salary range on the  
6 Employees' service anniversary dates.

7 f. Employees shall receive no more than one (1) step movement under  
8 A.4.b. or A.4.c. above from July 1, 2021 to June 30, 2022.

9 **B. Subject to the approval of the respective legislative bodies and effective July 1,**  
10 **2022:**

11 1. Exhibit B shall be amended to reflect a three percent (3.0%) across-the-board  
12 salary adjustment as shown in the salary schedule designated as Exhibit C.

13 2. Employees on the salary schedule designated as Exhibit B as of June 30,  
14 2022 shall be placed on the corresponding pay range and step of Exhibit C.

15 3. Employees shall move or remain on Exhibit C as follows:

16 a. All regular Employees who are on a step or receiving a basic rate of  
17 pay two (2) or more steps lower than warranted by their cumulative  
18 years of service as provided in Subsection O. Step Movements of  
19 Section 32-A. Compensation Adjustments shall move to one (1) step  
20 below their appropriate step in their salary range on July 1, 2022.

21 b. Catch-up Step movements: All Employees who are on a step or  
22 receiving a basic rate of pay lower than warranted by their cumulative  
23 years of service as provided in Subsection O. Step Movements of  
24 Section 32-A. Compensation Adjustments shall move to the next  
25 higher step in their salary range on the Employees' service anniversary  
26 dates.

27 c. Service Step movements: All Employees who complete the cumulative  
28 years of service required for the next higher step in the pay range as  
29 provided in Subsection O. Step Movements of Section 32-A.  
30 Compensation Adjustments shall move to such step on the  
31 Employees' service anniversary dates.

- 1           d. All other Employees who are on or beyond their appropriate step based  
2           on their cumulative years of service shall remain at their respective  
3           step or rate until such time as the Employees' cumulative service  
4           corresponds with the next higher step on the salary schedule.  
5           e. Notwithstanding the above, Employees with 28 or more years of  
6           service whose salaries are below Step L6 of the Employees' salary  
7           range shall be placed on Step L6 of the Employees' salary range on the  
8           Employees' service anniversary dates.  
9           f. Employees shall receive no more than one (1) step movement under  
10           B.3.b or B.3.c. above from July 1, 2022 to June 30, 2023.

11 C. Subject to the approval of the respective legislative bodies and effective July 1,  
12 2023:

- 13       1. Exhibit C shall be amended to reflect a four percent (4.0%) across-the-board  
14       salary adjustment as shown in the salary schedule designated as Exhibit D.  
15       2. Employees on the salary schedule designated as Exhibit C as of June 30,  
16       2023 shall be placed on the corresponding pay range and step of Exhibit D.  
17       3. Employees shall move or remain on Exhibit D as follows:  
18           a. All regular Employees who are on a step or receiving a basic rate of  
19           pay two (2) or more steps lower than warranted by their cumulative  
20           years of service as provided in Subsection O. Step Movements of  
21           Section 32-A. Compensation Adjustments shall move to one (1) step  
22           below their appropriate step in their salary range on July 1, 2023.  
23           b. Catch-up Step movements: All Employees who are on a step or  
24           receiving a basic rate of pay lower than warranted by their cumulative  
25           years of service as provided in Subsection O. Step Movements of  
26           Section 32-A. Compensation Adjustments shall move to the next  
27           higher step in their salary range on the Employees' service anniversary  
28           dates.  
29           c. Service Step movements: All Employees who complete the cumulative  
30           years of service required for the next higher step in the pay range as  
31           provided in Subsection O. Step Movements of Section 32-A.

1 Compensation Adjustments shall move to such step on the  
2 Employees' service anniversary dates.

3 d. All other Employees who are on or beyond their appropriate step based  
4 on their cumulative years of service shall remain at their respective  
5 step or rate until such time as the Employees' cumulative service  
6 corresponds with the next higher step on the salary schedule.

7 e. Notwithstanding the above, Employees with 28 or more years of  
8 service whose salaries are below Step L6 of the Employees' salary  
9 range shall be placed on Step L6 of the Employees' salary range on the  
10 Employees' service anniversary dates.

11 f. Employees shall receive no more than one (1) step movement under  
12 C.3.b or C.3.c. above from July 1, 2023 to June 30, 2024.

13 D. Subject to the approval of the respective legislative bodies and effective July 1,  
14 2024:

15 1. Exhibit D shall be amended to reflect a four percent (4.0%) across-the-board  
16 salary adjustment as shown in the salary schedule designated as Exhibit E.

17 2. Employees on the salary schedule designated as Exhibit D as of June 30,  
18 2024 shall be placed on the corresponding pay range and step of Exhibit E.

19 3. Employees shall move or remain on Exhibit E as follows:

20 a. All regular Employees who are on a step or receiving a basic rate of  
21 pay two (2) or more steps lower than warranted by their cumulative  
22 years of service as provided in Subsection O. Step Movements of  
23 Section 32-A. Compensation Adjustments shall move to one (1) step  
24 below their appropriate step in their salary range on July 1, 2024.

25 b. Catch-up Step movements: All Employees who are on a step or  
26 receiving a basic rate of pay lower than warranted by their cumulative  
27 years of service as provided in Subsection O. Step Movements of  
28 Section 32-A. Compensation Adjustments shall move to the next  
29 higher step in their salary range on the Employees' service anniversary  
30 dates.

31 c. Service Step movements: All Employees who complete the cumulative

1 years of service required for the next higher step in the pay range as  
2 provided in Subsection O. Step Movements of Section 32-A.  
3 Compensation Adjustments shall move to such step on the  
4 Employees' service anniversary dates.

5 d. All other Employees who are on or beyond their appropriate step based  
6 on their cumulative years of service shall remain at their respective  
7 step or rate until such time as the Employees' cumulative service  
8 corresponds with the next higher step on the salary schedule.

9 e. Notwithstanding the above, Employees with 28 or more years of  
10 service whose salaries are below Step L6 of the Employees' salary  
11 range shall be placed on Step L6 of the Employees' salary range on the  
12 Employees' service anniversary dates.

13 f. Employees shall receive no more than one (1) step movement under  
14 D.3.b or D.3.c. above from July 1, 2024 to June 30, 2025.

15 E. Catch-up Step movements and Service Step movements as provided above  
16 shall be continued in successor agreements unless modified or terminated by  
17 mutual consent of the parties. All step movement costs under this section shall  
18 be included in the costs of collective bargaining and submitted to the respective  
19 legislative bodies for approval at the appropriate time.

20 F. For the purposes of the Agreement, the hourly rate of pay shall be derived by  
21 dividing the annual rate of pay by (the applicable average hours of work per  
22 week X 52).

## SALARIES

### Excluded Managerial Compensation Plan (EMCP)

#### ***Applicable to EMCP employees excluded from BU 11***

1. The salary schedule in effect on June 30, 2021 shall continue to be in effect through December 31, 2021 and shall be designated as [Exhibit 1](#). Employees shall continue to receive their existing pay from July 1, 2021 through December 31, 2021.
2. Subject to the approval of the respective legislative bodies and effective January 1, 2022, Employees who were employed as of December 31, 2021, shall receive a one and fifty-one hundredths percent (1.51%) increase to their basic rate of pay, provided that the employee's new pay shall not be more than the maximum rate of the applicable salary range. If the sum of the employee's existing pay plus 1.51% exceeds the maximum rate, the employee's new pay shall equal the maximum rate.
3. Subject to the approval of the respective legislative bodies and effective July 1, 2022:
  - a. The salary schedule designated as Exhibit 1 shall be replaced with the salary schedule in [Exhibit 2](#).
  - b. Employees who are employed as of June 30, 2022, shall receive a three percent (3%) increase to their basic rate of pay.
4. Subject to the approval of the respective legislative bodies and effective January 1, 2023, Employees who are employed as of December 31, 2022, shall receive a one and nineteen hundredths percent (1.19%) increase to their basic rate of pay, provided that the employee's new pay shall not be more than the maximum rate of the applicable salary range. If the sum of the employee's existing pay plus 1.19% exceeds the maximum rate, the employee's new pay shall equal the maximum rate.
5. Subject to the approval of the respective legislative bodies, and effective July 1, 2023:
  - a. The salary schedule designated as Exhibit 2 shall be replaced with the salary schedule in [Exhibit 3](#).
  - b. Employees who are employed as of June 30, 2023, shall receive a four percent (4%) increase to their basic rate of pay, provided that the employee's new pay shall not be less than the minimum rate of the

applicable salary range. If the sum of the employee's existing pay plus 4% is less than the minimum rate, the employee's new pay shall equal the minimum rate.

6. Subject to the approval of the respective legislative bodies and effective January 1, 2024, Employees who are employed as of December 31, 2023, shall receive a one and twenty-eight hundredths percent (1.28%) increase to their basic rate of pay, provided that the employee's new pay shall not be more than the maximum rate of the applicable salary range. If the sum of the employee's existing pay plus 1.28% exceeds the maximum rate, the employee's new pay shall equal the maximum rate.
7. Subject to the approval of the respective legislative bodies, and effective July 1, 2024:
  - a. The salary schedule designated as Exhibit 3 shall be replaced with the salary schedule in [Exhibit 4](#).
  - b. Employees who are employed as of June 30, 2024, shall receive a four percent (4%) increase to their basic rate of pay.
8. Subject to the approval of the respective legislative bodies and effective January 1, 2025, Employees who are employed as of December 31, 2024, shall receive a one and thirty-two hundredths percent (1.32%) increase to their basic rate of pay, provided that the employee's new pay shall not be more than the maximum rate of the applicable salary range. If the sum of the employee's existing pay plus 1.32% exceeds the maximum rate, the employee's new pay shall equal the maximum rate.

This adjustment is applicable to civil service and exempt employees excluded from BU 11 and EMCP employees excluded from BU 11.

Bargaining Unit 11  
TENTATIVE AGREEMENT  
Employer KJW  
Union PAL  
Date 4/20/2022

SECTION 50

HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND

Delete the existing language in this Section 50 in its entirety and replace with the following:

A. “Health Benefit Plan” shall mean the medical PPO, HMO, prescription drug, dental, vision and dual coverage medical plans.

B. Effective May 1, 2022

Subject to the applicable provisions of Chapter 87A and 89, Hawaii Revised Statutes, the Employer shall pay monthly contributions which include the cost of any Hawaii Employer-Union Health Benefits Trust Fund (Trust Fund) administrative fees to the Trust Fund effective May 1, 2022, not to exceed the monthly contribution amounts as specified below:

1. For each Employee-Beneficiary with no dependent-beneficiaries enrolled in the following Trust Fund health benefit plans:

<u>BENEFIT PLAN</u>	<u>TOTAL EMPLOYER MONTHLY CONTRIBUTION</u>
<u>a. Medical (PPO or HMO) (medical, drug &amp; chiro)</u>	<u>\$428.78</u>
<u>b. Dental</u>	<u>\$ 22.14</u>
<u>c. Vision</u>	<u>\$ 3.68</u>
<u>d. Dual coverage (medical &amp; drug)</u>	<u>\$ 22.74</u>

The Employer shall pay the same monthly contribution for each member enrolled in a self only medical plan (PPO or HMO), regardless of which plan is chosen; provided that the dollar amount contributed by the

1 **Employer shall not cause the employer share to exceed 84.3% of the total**  
2 **premium.**

3  
4 **2. For each Employee-Beneficiary with one dependent-beneficiary**  
5 **enrolled in the following Trust Fund health benefit plans:**

<b><u>BENEFIT PLAN</u></b>	<b><u>TOTAL EMPLOYER MONTHLY</u></b>
	<b><u>CONTRIBUTION</u></b>
<b><u>a. Medical (PPO or HMO) (medical, drug &amp; chiro)</u></b>	<b><u>\$1,041.40</u></b>
<b><u>b. Dental</u></b>	<b><u>\$ 44.28</u></b>
<b><u>c. Vision</u></b>	<b><u>\$ 6.84</u></b>
<b><u>d. Dual coverage (medical &amp; drug)</u></b>	<b><u>\$ 42.90</u></b>

13  
14 **The Employer shall pay the same monthly contribution for each member**  
15 **enrolled in a two-party medical plan (PPO or HMO), regardless of which plan is**  
16 **chosen; provided that the dollar amount contributed by the Employer shall not**  
17 **cause the employer share to exceed 84.3% of the total premium.**

18  
19 **3. For each Employee-Beneficiary with two or more dependent-**  
20 **beneficiaries enrolled in the following Trust Fund health benefit plans:**

<b><u>BENEFIT PLAN</u></b>	<b><u>TOTAL EMPLOYER MONTHLY</u></b>
	<b><u>CONTRIBUTION</u></b>
<b><u>a. Medical (PPO or HMO) (medical, drug &amp; chiro)</u></b>	<b><u>\$1,327.70</u></b>
<b><u>b. Dental</u></b>	<b><u>\$ 72.78</u></b>
<b><u>c. Vision</u></b>	<b><u>\$ 8.94</u></b>
<b><u>d. Dual coverage (medical &amp; drug)</u></b>	<b><u>\$ 46.72</u></b>

1        **The Employer shall pay the same monthly contribution for each member**  
2 **enrolled in a family medical plan (PPO or HMO), regardless of which plan is**  
3 **chosen; provided that the dollar amount contributed by the Employer shall not**  
4 **cause the employer share to exceed 84.3% of the total premium.**

5  
6        4.        **For each Employee-Beneficiary enrolled in the Trust Fund group**  
7 **life insurance plan, the Employer shall pay \$4.12 per month which reflects one**  
8 **hundred percent (100%) of the monthly premium and any administrative fees.**

9  
10        C.        **Effective July 1, 2022**

11  
12        **Subject to the applicable provisions of Chapter 87A and 89, Hawaii Revised**  
13 **Statutes, effective July 1, 2022 for plan year 2022-2023, with the exception of**  
14 **items C1d., C2d., C3d., and C4., which shall be as described below, the Employer**  
15 **shall pay a specific dollar amount equivalent to sixty percent (60%) of the final**  
16 **premium rates established by the Trust Fund Board for the respective health**  
17 **benefit plan, plus sixty percent (60%) of any administrative fees.**

18  
19        1.        **The amounts paid by the Employer shall be based on the plan year**  
20 **2022-2023 final monthly premium rates established by the Trust Fund for each**  
21 **Employee-Beneficiary with no dependent-beneficiaries enrolled in the following**  
22 **Trust Fund health benefit plans:**

23  
24        **BENEFIT PLAN**

25        a.        **Dental**

26        b.        **Vision**

27        c.        **Dual coverage (medical & drug)**

1 d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall  
2 pay the same monthly contribution for each member enrolled in a self only  
3 medical plan, regardless of which plan is chosen. The amount shall be based on  
4 60% of the total premium of the HMSA 80-20 medical plan (with drug & chiro),  
5 provided that the dollar amount contributed by the Employer shall not cause the  
6 employer share to exceed 84.3% of the total premium.

7  
8 2. The amounts paid by the Employer shall be based on the plan year  
9 2022-2023 final monthly premium rates established by the Trust Fund for each  
10 Employee-Beneficiary with one dependent-beneficiary enrolled in the following  
11 Trust Fund health benefit plans:

12  
13 BENEFIT PLAN

14  
15 a. Dental

16 b. Vision

17 c. Dual coverage (medical & drug)

18  
19 d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall  
20 pay the same monthly contribution for each member enrolled in a two-party  
21 medical plan, regardless of which plan is chosen. The amount shall be based on  
22 60% of the total premium of the HMSA 80-20 medical plan (with drug & chiro),  
23 provided that the dollar amount contributed by the Employer shall not cause the  
24 employer share to exceed 84.3% of the total premium.

25  
26 3. The amounts paid by the Employer shall be based on the plan year  
27 2022-2023 final monthly premium rates established by the Trust Fund for each

1 **Employee-Beneficiary with two or more dependent-beneficiaries enrolled in the**  
2 **following Trust Fund health benefit plans:**

3  
4 **BENEFIT PLAN**

5  
6 **a. Dental**

7 **b. Vision**

8 **c. Dual coverage (medical & drug)**

9  
10 **d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall**  
11 **pay the same monthly contribution for each member enrolled in a family medical**  
12 **plan, regardless of which plan is chosen. The amount shall be based on 60% of**  
13 **the total premium of the HMSA 80-20 medical plan (with drug & chiro), provided**  
14 **that the dollar amount contributed by the Employer shall not cause the employer**  
15 **share to exceed 84.3% of the total premium.**

16  
17 **4. For each Employee-Beneficiary enrolled in the Trust Fund group life**  
18 **insurance plan, the Employer shall pay one hundred percent (100%) of the**  
19 **monthly premium and any administrative fees.**

20  
21 **D. No later than three (3) weeks after the Trust Fund Board formally**  
22 **establishes and adopts the final premium rates for Fiscal Year 2022 – 2023, the**  
23 **Office of Collective Bargaining shall distribute the final calculation of the**  
24 **Employers' monthly contribution amounts for each health benefit plan.**

25  
26 **E. Payment for Plans Eliminated or Abolished. The Employer shall**  
27 **make no payments for any and all premiums for any portion or part of a Trust**  
28 **Fund health benefit plan that the Trust Fund Board eliminates or abolishes.**

1           **F. Rounding Employer’s Monthly Contribution. Whenever the**  
2 **Employer’s monthly contribution (premium plus administrative fee) to the Trust**  
3 **Fund is less than one hundred percent (100%) of the monthly premium amount,**  
4 **such monthly contribution shall be rounded to the nearest cent as provided**  
5 **below:**

6  
7           **1. When rounding to the nearest cent results in an even amount,**  
8 **such even amount shall be the Employer’s monthly contribution. For example:**

9  
10           **(a) \$11.397 = \$11.40 = \$11.40 (Employer’s monthly contribution)**

11           **(b) \$11.382 = \$11.38 = \$11.38 (Employer’s monthly contribution)**

12  
13           **2. When rounding to the nearest cent results in an odd amount,**  
14 **round to the lower even cent, and such even amount shall be the Employer’s**  
15 **monthly contribution. For example:**

16           **(a) \$11.392 = \$11.39 = \$11.38 (Employer’s monthly contribution)**

17           **(b) \$11.386 = \$11.39 = \$11.38 (Employer’s monthly contribution)**

18  
19  
20           **All employer contributions effective July 1, 2021 reflect the rounding**  
21 **described in item F. Employer contributions effective July 1, 2022 shall be**  
22 **rounded as described in item F. after the Trust Fund Board formally establishes**  
23 **and adopts the final premium rates for Fiscal Year 2022-2023.**

24  
25           **G. If an agreement covering periods beyond the term of this Agreement is**  
26 **not executed by June 30, 2023, Employer contributions to the Trust Fund shall be**  
27 **the same monthly contribution amounts paid in plan year 2022-2023 for the**  
28 **Health Benefit Plan approved by the Trust Fund including any monthly**  
29 **administrative fees.**

1 **Section 55. DURATION.**

2  
3 *Delete existing language in its entirety and replace with the following:*

4  
5 **This Agreement shall become effective as of July 1, 2021 and shall remain in effect to**  
6 **and including June 30, 2025. During the term of this Agreement, the parties shall meet**  
7 **on the Employer EUTF contributions for the plan years 2023-2024 and 2024-2025 by giving**  
8 **written notice to the other party of its intent to reopen by January 31, 2023.**

9 **In the event the parties reach agreement on the Employer's contribution to EUTF, such**  
10 **amended article shall be effective no earlier than July 1, 2023, and shall remain in effect**  
11 **to and including June 30, 2025. The entire Unit 11 Agreement shall be renewed thereafter**  
12 **in accordance with the statutes unless either party hereto gives written notice during the**  
13 **period June 15, 2024 to June 30, 2024, to the other party of its desire to modify, amend or**  
14 **terminate the Agreement. Notices served under this section shall be in writing and shall**  
15 **be accompanied by complete specific proposals of the notifying party, together with the**  
16 **sections which the proposals seek to modify, amend or terminate.**

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2020

Bargaining Unit: 34 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	78,804	131,136	EM 07	Annual	105,612	175,764
	Monthly	6,567	10,928		Monthly	8,801	14,647
	8 hour	303.12	504.40		8 hour	406.24	676.00
	Hourly	37.89	63.05		Hourly	50.78	84.50
EM 02	Annual	82,716	137,748	EM 08	Annual	110,880	184,584
	Monthly	6,893	11,479		Monthly	9,240	15,382
	8 hour	318.16	529.84		8 hour	426.48	709.92
	Hourly	39.77	66.23		Hourly	53.31	88.74
EM 03	Annual	86,880	144,612	ES 01	Annual	114,228	190,116
	Monthly	7,240	12,051		Monthly	9,519	15,843
	8 hour	334.16	556.24		8 hour	439.36	731.20
	Hourly	41.77	69.53		Hourly	54.92	91.40
EM 04	Annual	91,224	151,824	ES 02	Annual	117,636	195,780
	Monthly	7,602	12,652		Monthly	9,803	16,315
	8 hour	350.88	583.92		8 hour	452.48	753.04
	Hourly	43.86	72.99		Hourly	56.56	94.13
EM 05	Annual	95,832	159,408	ES 03	Annual	121,200	201,684
	Monthly	7,986	13,284		Monthly	10,100	16,807
	8 hour	368.56	613.12		8 hour	466.16	775.68
	Hourly	46.07	76.64		Hourly	58.27	96.96
EM 06	Annual	100,560	166,212				
	Monthly	8,380	13,851				
	8 hour	386.80	639.28				
	Hourly	48.35	79.91				

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2022

Bargaining Unit: 30, 31, 32, 33, 34, 35, 37 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	80,532	134,004	EM 07	Annual	107,904	179,592
	Monthly	6,711	11,167		Monthly	8,992	14,966
	8 hour	309.76	515.44		8 hour	415.04	690.72
	Hourly	38.72	64.43		Hourly	51.88	86.34
EM 02	Annual	84,504	140,748	EM 08	Annual	113,292	188,604
	Monthly	7,042	11,729		Monthly	9,441	15,717
	8 hour	325.04	541.36		8 hour	435.76	725.44
	Hourly	40.63	67.67		Hourly	54.47	90.68
EM 03	Annual	88,776	147,756	ES 01	Annual	116,724	194,244
	Monthly	7,398	12,313		Monthly	9,727	16,187
	8 hour	341.44	568.32		8 hour	448.96	747.12
	Hourly	42.68	71.04		Hourly	56.12	93.39
EM 04	Annual	93,216	155,124	ES 02	Annual	120,204	200,040
	Monthly	7,768	12,927		Monthly	10,017	16,670
	8 hour	358.56	596.64		8 hour	462.32	769.36
	Hourly	44.82	74.58		Hourly	57.79	96.17
EM 05	Annual	97,908	162,900	ES 03	Annual	123,840	206,076
	Monthly	8,159	13,575		Monthly	10,320	17,173
	8 hour	376.56	626.56		8 hour	476.32	792.64
	Hourly	47.07	78.32		Hourly	59.54	99.08
EM 06	Annual	102,756	169,836				
	Monthly	8,563	14,153				
	8 hour	395.20	653.20				
	Hourly	49.40	81.65				

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2023

Bargaining Unit: 30, 31, 32, 33, 34, 35, 37 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	87,108	139,368	EM 07	Annual	116,712	186,780
	Monthly	7,259	11,614		Monthly	9,726	15,565
	8 hour	335.04	536.00		8 hour	448.88	718.40
	Hourly	41.88	67.00		Hourly	56.11	89.80
EM 02	Annual	91,404	146,376	EM 08	Annual	122,532	196,152
	Monthly	7,617	12,198		Monthly	10,211	16,346
	8 hour	351.52	562.96		8 hour	471.28	754.40
	Hourly	43.94	70.37		Hourly	58.91	94.30
EM 03	Annual	96,024	153,672	ES 01	Annual	126,252	202,008
	Monthly	8,002	12,806		Monthly	10,521	16,834
	8 hour	369.36	591.04		8 hour	485.60	776.96
	Hourly	46.17	73.88		Hourly	60.70	97.12
EM 04	Annual	100,824	161,328	ES 02	Annual	130,008	208,044
	Monthly	8,402	13,444		Monthly	10,834	17,337
	8 hour	387.76	620.48		8 hour	500.00	800.16
	Hourly	48.47	77.56		Hourly	62.50	100.02
EM 05	Annual	105,900	169,416	ES 03	Annual	133,944	214,320
	Monthly	8,825	14,118		Monthly	11,162	17,860
	8 hour	407.28	651.60		8 hour	515.20	824.32
	Hourly	50.91	81.45		Hourly	64.40	103.04
EM 06	Annual	111,144	176,628				
	Monthly	9,262	14,719				
	8 hour	427.44	679.36				
	Hourly	53.43	84.92				

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 07/01/2024

Bargaining Unit: 30, 31, 32, 33, 34, 35, 37 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	90,240	144,372	EM 07	Annual	120,900	193,488
	Monthly	7,520	12,031		Monthly	10,075	16,124
	8 hour	347.04	555.28		8 hour	465.04	744.16
	Hourly	43.38	69.41		Hourly	58.13	93.02
EM 02	Annual	94,680	151,632	EM 08	Annual	126,936	203,196
	Monthly	7,890	12,636		Monthly	10,578	16,933
	8 hour	364.16	583.20		8 hour	488.24	781.52
	Hourly	45.52	72.90		Hourly	61.03	97.69
EM 03	Annual	99,468	159,192	ES 01	Annual	130,788	209,256
	Monthly	8,289	13,266		Monthly	10,899	17,438
	8 hour	382.56	612.24		8 hour	503.04	804.80
	Hourly	47.82	76.53		Hourly	62.88	100.60
EM 04	Annual	104,448	167,124	ES 02	Annual	134,676	215,508
	Monthly	8,704	13,927		Monthly	11,223	17,959
	8 hour	401.76	642.80		8 hour	518.00	828.88
	Hourly	50.22	80.35		Hourly	64.75	103.61
EM 05	Annual	109,704	175,500	ES 03	Annual	138,756	222,012
	Monthly	9,142	14,625		Monthly	11,563	18,501
	8 hour	421.92	675.04		8 hour	533.68	853.92
	Hourly	52.74	84.38		Hourly	66.71	106.74
EM 06	Annual	115,140	182,964				
	Monthly	9,595	15,247				
	8 hour	442.88	703.68				
	Hourly	55.36	87.96				